

Comparisons of Job Characteristics

Focus Occupation: **Chief Executives (11-1011)**

Associated Occupation: **Compensation and Benefits Managers (11-3041)**

[Compare Knowledge](#)

[Compare Skills](#)

[Compare Abilities](#)

[Compare Detailed Work Activities](#)

[Compare Tools and Technologies](#)

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

Knowledge

Similarity of Focus Occupation to Associated Occupation: 76

Focus Occupation: Chief Executives (11-1011)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Personnel and Human Resources	5.6	20.8	12.5	<< Extensive education and/or training may be required
Administration and Management	8.4	15.2	21.1	>> Current knowledge level is likely more than sufficient
Mathematics	9.2	14.8	10.7	<< Extensive education and/or training may be required
Law and Government	5.9	10.2	12.9	> Current knowledge level is likely sufficient
Economics and Accounting	4.4	9.4	15.7	>> Current knowledge level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Skills

Similarity of Focus Occupation to Associated Occupation: 90

Focus Occupation: Chief Executives (11-1011)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation
Time Management	8.9	11.5	17.0	>> Skill level is likely more than sufficient
Management of Personnel Resources	6.9	10.6	18.0	>> Skill level is likely more than sufficient
Systems Analysis	6.5	10.5	16.8	>> Skill level is likely more than sufficient
Systems Evaluation	6.4	10.3	16.8	>> Skill level is likely more than sufficient
Management of Financial Resources	3.3	10.1	17.7	>> Skill level is likely more than sufficient
Operations Analysis	5.0	8.6	11.9	>> Skill level is likely more than sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 92			
Focus Occupation: Chief Executives (11-1011) Associated Occupation: Compensation and Benefits Managers (11-3041)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	14.2	17.3	>	Current ability level is likely sufficient
Written Comprehension	11.0	13.9	16.6	>	Current ability level is likely sufficient
Oral Expression	12.4	13.6	17.7	>>	Current ability level is likely more than sufficient
Written Expression	9.8	13.6	15.7	>	Current ability level is likely sufficient
Speech Clarity	10.2	11.2	17.3	>>	Current ability level is likely more than sufficient
Number Facility	6.3	10.1	10.6	0	Current ability level may be sufficient
Mathematical Reasoning	6.3	9.6	10.0	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 89
Focus Occupation: Chief Executives (11-1011) Associated Occupation: Compensation and Benefits Managers (11-3041)		
Work Activities	Exclusivity of Activity	
Assign work to staff or employees	30	
Conduct or attend staff meetings	47	
Confer with other departmental heads to coordinate activities	61	
Develop budgets	56	
Develop policies, procedures, methods, or standards	21	
Develop records management system	76	
Direct and coordinate activities of workers or staff	3	
Direct and coordinate human resource programs	92	
Implement employee bargaining agreements	95	
Implement employee benefit plans	95	
Implement employee compensation plans	92	
Manage contracts	73	
Oversee execution of organizational or program policies	49	
Prepare reports for management	72	
Resolve personnel problems or grievances	68	
Resolve worker or management conflicts	89	

Use conflict resolution techniques	56
Use interviewing procedures	23

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common

Similarity of Focus
Occupation to Associated
Occupation: 92

Focus Occupation: Chief Executives (11-1011)

Associated Occupation: Compensation and Benefits Managers (11-3041)

Tools and Technologies	Exclusivity
Business function specific software	1
Calculating machines and accessories	3
Computer data input devices	2
Computers	1
Content authoring and editing software	1
Data management and query software	1
Duplicating machines	6
Finance accounting and enterprise resource planning ERP software	2
Industry specific software	1
Information exchange software	1
Media storage devices	21
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O*NET (Occupation Information Network) data.